



16 November 2023

Tony Khoury  
Executive Director  
Waste Contractors & Recyclers Association of NSW  
Sent via email: [tony@wcra.com.au](mailto:tony@wcra.com.au)

Dear Tony Khoury

**The Waste Contractors & Recyclers Association of NSW's Officer and Related Party Disclosure Statement (ORP Statement)**

Thank you for providing your ORP Statement. Your ORP Statement includes information required to be provided to your members and lodged under subsection 293J of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

I note that the Executive Director has been included in the list of office holders, however, the definition under rule 39 in the organisation's rules, does not define this position as an office. The declaration has been accepted on this occasion, however, I would advise not including the Executive Director in future lodgements as an officer of the organisation.

**Summary of your ORP Statement and Review Outcome**

Financial year ending 30 June 2023  
Matter number ORP2023/253  
Date lodged 14 November 2023  
Result FILED

**Your assessment**

Your ORP Statement has been assessed. The review confirmed that the officer and related party disclosure obligations set out in the RO Act have been satisfied and that the ORP Statement was lodged within the required timeframe. The ORP Statement has now been filed.

**Do you have any questions?**

Information and education materials are available on our [website](#). These materials are regularly updated. We recommend you [subscribe to the Commission's subscription service](#).

If you have any queries we can be contacted on 1300 341 665 or by email [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au).

Yours sincerely

**Fair Work Commission**

**OFFICER AND RELATED PARTY DISCLOSURE STATEMENT in accordance with Section 293J Fair Work (Registered Organisations) Act 2009**

I, Michelle Ford, being the Secretary of the Waste Contractors & Recyclers Association of NSW, declare the following Officer and Related Party Disclosure Statement.

<b>Organisation Name</b>	Waste Contractors & Recyclers Association of NSW	<b>Branch Name</b>	The Association doesn't have any separate branches
<b>Financial year start date</b>	1 July 2022	<b>Financial year end date</b>	30 June 2023

**Top Five Rankings of Officers – Relevant remuneration and non-cash benefits**

When all officers in the Waste Contractors & Recyclers Association of NSW are ranked by relevant remuneration for the financial year, the following officers are ranked no lower than fifth:

<b>Full Name</b>	<b>Office (e.g. Secretary)</b>	<b>Actual Amount of Relevant Remuneration</b>	<b>Value of Relevant non-cash benefits</b>	<b>Form of relevant non-cash benefits</b>
1. Tony Khoury	Executive Director	\$17,835	NIL	Reimbursement of expenses incurred on behalf of the Association
2. Harry Wilson	President	NIL	NIL	
3. David Gater	Vice President	NIL	NIL	
4. Bijal Dixit	Treasurer	NIL	NIL	
5. Michelle Ford	Secretary	NIL	NIL	



### **Relevant Remuneration:**

Section 293BC defines relevant remuneration to include any remuneration paid, during the financial year, to the officer by the organisation or branch AND any remuneration disclosed by the officer to the organisation or branch. These disclosures are made under s. 293B and must include remuneration paid to the officer

- because the officer is a member of a board only because they are an officer of the organisation/branch OR they were nominated for the board by the organisation, branch or peak council, or
- by a related party of the organisation/branch in connection with the performance of the officer's duties as an officer.

### **Relevant non-cash benefits:**

Section 293BC defines relevant non-cash benefits as any non-cash benefits provided to an officer, at any time during the financial year, in connection with the performance of the officer's duties as an officer by the organisation, branch or a related party of the organisation/branch. Non-cash benefits include property and services but not a computer, mobile phone or other electronic device used only or mainly for work purposes.

For further information on definitions and these requirements please see our [Disclosure Obligations Page](#) or our [Fact Sheets page](#)

## **Payments to related parties and declared persons or bodies**

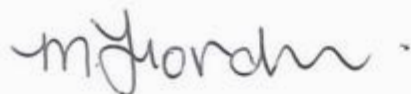
During the financial year, the Waste Contractors & Recyclers Association of NSW made the following payments to related parties or declared persons or bodies. The details of these payments are included below. This list does not include payments that have been exempted from disclosure under section 293G.

<b>Date</b>	<b>Name</b>	<b>Nature of relationship</b> <i>(e.g., company owned by Secretary)</i>	<b>Purpose of payment</b> <i>(e.g., catering)</i>	<b>Amount</b>	<b>Other relevant details</b>
July 2022 to June 2023	Tony Khoury	Transector Pty Ltd is a private company that is owned by the Executive Director, Tony Khoury	Management & administration of the Association includes payments to sub-contractors performing those services	\$468,997	Agreement between Transector Pty Ltd & the Association was approved by the senior members of the Executive.

Date	Name	Nature of relationship <i>(e.g., company owned by Secretary)</i>	Purpose of payment <i>(e.g., catering)</i>	Amount	Other relevant details
July 2022 to June 2023	Stuart Baird	Stuart is a Member of the Executive and a Regional Manager NSW of Cleanaway	Cleanaway provides sanitary waste collection services to the Association	\$178	
July 2022 to June 2023	David Gater	David is a Member of the Executive and the NSW/ACT State Manager, Transport for Veolia	Veolia provides waste & recycling collection services to the Association	\$935	

- The organisation did not make any other payments to related parties or declared persons or bodies that are required to be disclosed.

Signed by the Waste Contractors & Recyclers Association of NSW



Michelle Ford, Secretary

Dated: 14<sup>th</sup> November 2023

**PLEASE NOTE:**

*The Officer and Related Party Disclosure Statement must be provided to members and a copy lodged with the Fair Work Commission (FWC) within 6 months of the end of the financial year.*

*It can be lodged with the FWC by emailing to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)*